

**Council meeting: Wednesday, 24 June 2020**

Notice is hereby given that an ordinary meeting of Warwick District Council will be held remotely on Wednesday, 24 June 2020 at **6.00pm** and available for the public to watch via the Warwick District Council [YouTube channel](#).

**Agenda**

1. **Apologies for Absence**

2. **Declarations of Interest**

Members to declare the existence and nature of interests in items on the agenda in accordance with the adopted Code of Conduct. Declarations should be entered on the form to be circulated with the attendance sheet and declared during this item. However, the existence and nature of any interest that subsequently becomes apparent during the course of the meeting must be disclosed immediately. If the interest is not registered, Members must notify the Monitoring Officer of the interest within 28 days.

Members are also reminded of the need to declare predetermination on any matter.

If Members are unsure about whether or not they have an interest, or about its nature, they are strongly advised to seek advice from officers prior to the meeting.

3. **Minutes**

To confirm the minutes of the meetings of the Council held on 20 May 2020.

**(Pages 1 to 21)**

4. **Communications and Announcements**

5. **Petitions**

6. **Notices of Motion**

To consider a Notice of Motion proposed by Councillor Mangat and seconded by Councillor Tangri, as follows:

The death of Mr George Floyd in Minneapolis has caused grief, anger, and protests on a scale not seen since the assassination of Martin Luther King, Jr. in 1968. The root cause of the protests is the systemic disadvantage suffered by Black, Asian, and Minority Ethnic (BAME) communities. That disadvantage manifests itself socially, educationally, in health outcomes, and in opportunities for employment. Systemic disadvantage has been further highlighted by anxieties about the Covid-19 pandemic where research shows that it has disproportionately affected BAME communities with higher mortality and infection

rates. Across the world, countries, organisations, and institutions have pledged not only to express their deep hurt, distress and revulsion of racial discrimination but to take action to eradicate its pernicious effects. In Warwick District, we are home to a diverse population of whom 11% are members of our BAME communities. This Council has a responsibility to promote and implement itself, and with other Councils and organisations, steps and actions that will contribute to the eradication of racial discrimination alongside other forms of discrimination. Reliance on meeting the requirements of legislation is insufficient to counter the injustices that many people experience.

This Council wishes to record:

Its deep distress for the circumstances of the unnecessary death of Mr George Floyd, its support for all those affected by his death, and their legitimate right to protest without violence to draw attention to the need to address urgently historic and systemic racial discrimination. In so doing it recognises that racial discrimination and the systemic effects of the disadvantage suffered by members of BAME communities have the characteristics of a societal emergency with the attendant need to address that emergency with vision, energy and pace.

Therefore this Council:

- (1) reaffirms its commitment to not tolerating discrimination, as defined in the Equality Act 2010, on any grounds;
- (2) notes the Council's laudable record on equality and the work it already undertakes to make this District inclusive;
- (3) asks the officers to bring forward a review of our approach to equality and diversity and our Action Plan, especially, given the injustices that have been made prominent since the death of Mr Floyd, with regard to disadvantage and inequality on the grounds of race. In so doing, the officers will wish to refer to best practice such as the Equality Framework for Local Government and the Inclusive Employer's Standard. Such best practice would include the Council's people strategy, policy-making, and service delivery. The review will be presented to the February 2021 Overview & Scrutiny Committee, for consideration and to approve necessary actions. The high level actions shall be included in the Council's Business Plan, with the goal of the Council becoming an exemplar of best practice and a leader in influencing the policies and actions of others; and
- (4) recognises that meeting this goal and setting the highest standards of behaviour and achievement are the responsibility of all Councillors and officers of the Council. In particular, Councillors have a responsibility to ensure that the review is informed by the views of all of the communities they represent.

7. **Public Submissions**

8. **Leader's and Portfolio Holders' Statements**

9. **Questions to the Leader of the Council & Portfolio Holders**

10. **Appointment to Outside Bodies**

To note the Executive appointment of Councillor Matecki as substitute representative for all District Councils to West Midlands Employers for 2020/21.

11. **Common Seal**

To authorise the affixing of the Common Seal of the Council to such deeds and documents as may be required for implementing decisions of the Council arrived at this day.



Chief Executive  
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The agenda is also available in large print, on request, prior to the meeting by calling 01926 456114.